

# Librarians' Advocate

Official Publication Of Librarians Affiliated With The  
University Council - American Federation Of Teachers, AFL-CIO



May 1983

## LIBRARIANS ARE ASKING ...

What is the major value of having an exclusive representative?

Only through exclusive representation can librarians and the administration enter into a memorandum of understanding (MOU) or contract. Such an agreement provides stability in working conditions for the term of the contract (up to 3 years). Unilateral changes cannot be made by the employer during that time. In times of cutbacks this becomes extremely important. The MOU may be modified at any time with mutual agreement between the bargaining agent and the University, however.

Won't things be the same if librarians vote for no representation?

Absolutely not. In voting for no representation, librarians would be sending a message to the Regents, the administration, and the Legislature that we are quite pleased with our 0 percent salary raise this year, and that we have no desire to participate meaningfully in decisions on salaries and working conditions. If such a vote were to occur, we should expect the administration to give librarians less attention than they have had in the past.

Will librarians have the ability to set specific conditions for their campus or will all conditions of employment be locked into a statewide contract?

Any UFL-negotiated contract will contain provisions which allow flexibility for local campus options. This may well require separate meeting and conferring at the campus level.

What will be the relationship between LAUC and the UFL if the UFL is elected the exclusive representative?

The law is clear that collective bargaining should not diminish the role of the academic senates or of similar organizations, such as LAUC. The UFL will bargain over salaries and working conditions, and represent librarians in grievances. LAUC will continue its many valuable investigative and educational functions, will provide advice on matters of library and University policy, and will, of course, continue to play its vital role in the peer review process.

Who will establish the items to be included in the MOU?

All items to be met and conferred over and eventually to appear in a MOU will be determined by UC librarians. This will be accomplished by surveying librarian unit members through questionnaires and campus meetings.

How does a librarian tell the UFL about matters which do not appear on a questionnaire?

The latest UFL questionnaire left space for adding issues not covered by the questions. Any librarian can submit suggestions to the UFL's office, or to a local UC-AFT representative. There will soon be UFL representatives on each campus.

Who will do the meeting and conferring for the UFL?

The bargaining team will be made up of members of the UFL. An AFT staff person and an attorney will be available for negotiating, advice and consultation.

Why is the University opposed to exclusive representation?

The administration fears the loss of its almost absolute control and its ability to unilaterally make changes regarding the working conditions of employees.

If UFL is elected, will I have to join the UFL/UC-AFT?

The policy of the UFL is that librarians join us on a voluntary basis, but we very much appreciate your support as demonstrated by membership.

If I do not belong to UFL can I still be represented by them?

The Higher Education Employer-Employee Relations Act (HEERA) requires that the bargaining agent represent all members of the unit fairly.

When an agreement is reached on an MOU, who will approve or ratify it?

Ratification of the MOU will be done by all unit members through a secret ballot vote. Campus meetings to discuss and explain the proposed contract will also be held.


**VOTE May 23 to June 16**



Does the UFL have any priorities for inclusion in the MOU?

Yes. Some of these were listed in the leaflet "Librarians and UFL" which you recently received. Among the priorities are: (1) the option to work a 9-month year; (2) greater flexibility in work schedules; (3) fully paid medical and dental plans; (4) and, resolution of grievances by trained, impartial third parties which will be binding upon both the grievant and the administration.

**Unit #17  
Professional Librarians**

 **UNIT 17**  
STATE OF CALIFORNIA  
PUBLIC EMPLOYMENT RELATIONS BOARD

**OFFICIAL BALLOT**

SECRET ELECTION OF EMPLOYEES  
OF THE  
UNIVERSITY OF CALIFORNIA

Use a pencil or other sharp object to  
PUNCH A HOLE THROUGH ONE BOX  
ONLY. Be sure the tab is completely  
removed from the ballot card.

UNIVERSITY FEDERATION OF LIBRARIANS,  
UNIVERSITY COUNCIL—AMERICAN  
FEDERATION OF TEACHERS ☒

NO REPRESENTATION ☐

This is a SECRET BALLOT and  
must NOT be signed.

Place marked ballot in Secret Ballot Envelope.

DO NOT FOLD BALLOT.

## Why the Legislature Enacted HEERA

HEERA states:

3650. The Legislature hereby finds and declares that:

(a) The people of the State of California have a fundamental interest in the development of harmonious and cooperative labor relations between the public institutions of higher education and their employees.

(e) It is the purpose of this chapter to provide the means by which relations between each higher education employer and its employees may assure that the responsibilities and authorities granted to the separate institutions under the Constitution and by statute are carried out in an atmosphere which permits the fullest participation by employees in the determination of conditions of employment which affect them. It is the intent of this chapter to accomplish this purpose by providing a uniform basis for recognizing the right of the employees of these systems to full freedom of association, self-organization, and designation of representatives of their own choosing for the purpose of representation in their employment relationships with their employers and to select one of such organizations as their exclusive representative for the purpose of meeting and conferring.

3561 (b) The Legislature recognizes that joint decisionmaking and consultation between administration and faculty or academic employees is the long-accepted manner of governing institutions of higher learning and is essential to the performance of the educational missions of such institutions, and declares that it is the purpose of this act to both preserve and encourage that process. Nothing contained in this chapter shall be construed to restrict, limit, or prohibit the full exercise of the functions of the faculty in any shared governance mechanisms or practices, including the Academic Senate of the University of California and the divisions thereof, ... and other faculty councils, with respect to policies on academic and professional matters affecting of peer review of appointment, promotion, retention, and tenure for academic employees shall be preserved.

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FIRST CLASS MAIL